

Cont # 402

T

LIBRARY  
INSTITUTE OF MANAGEMENT  
MAY 5 1993

RUTGERS UNIVERSITY

**CONTRACT**

**between**

**MIDDLESEX COUNTY BOARD OF SOCIAL SERVICES**

**and**

**COMMUNICATION WORKERS OF AMERICA, AFL-CIO, CLC and its LOCAL 1082**

**(Non-Supervisory Unit)**

---

**JULY 1, 1991 through JUNE 30, 1994**

---



## TABLE OF CONTENTS

<u>ARTICLE #</u>	<u>TITLE</u>	<u>PAGE #</u>
	PREAMBLE	1
I	UNION RECOGNITION	2
II	CONTRACT PERIOD	6
III	HOURS OF WORK	7
IV	HOLIDAYS AND LEAVES	9
V	MEDICAL INSURANCE	15
VI	COMPENSATION	18
VII	HIRING, PROMOTION, LAYOFF & REHIRE	19
VIII	FACILITIES AND EQUIPMENT	24
IX	CHILD CARE	25
X	PERSONNEL PRACTICES	26
XI	TRANSPORTATION & REIMBURSEMENT	29
XII	GRIEVANCES	30
XIII	UNION RIGHTS	36
XIV	FAIR PRACTICES	40
XV	EDUCATION & TRAINING	41
XVI	JURY PAY	43
XVII	LONGEVITY	44
XVIII	SALARIES	45
XIX	EFFECTIVE LAWS	49
XX	MANAGEMENT RIGHTS	50
XXI	HEALTH AND SAFETY COMMITTEE	51
XXII	RESPONSIBLE RELATIONS	54
XXIII	FULLY BARGAINED AGREEMENT	55



XXIV

EXECUTION

56

APPENDIX A

CLASSIFICATION AND COMPENSATION  
SCHEDULES, TITLES & SALARY RANGES

APPENDIX B

HEALTH AND SAFETY



PREAMBLE

This Agreement is entered into by the Middlesex County Board of Social Services (hereinafter referred to as the "Board") and the Communications Workers of America, AFL-CIO, CLC and its Local 1082 (hereinafter referred to as the "Union").





ARTICLE I  
UNION RECOGNITION

A. The Board agrees to recognize the Communications Workers of America, AFL-CIO, CLC and its Local 1082, as the sole and exclusive bargaining representative of employees in the following job titles:

Account Clerk  
Account Clerk (Typing)  
Building Maintenance Worker  
Building Service Worker  
Child Support Specialist  
Child Support Specialist, Bilingual Spanish/English  
Child Support Worker  
Child Support Worker, Bilingual  
Clerk  
Clerk-Bookkeeper  
Clerk-Stenographer  
Clerk-Transcriber  
Clerk-Typist  
Clerk-Typist, Bilingual Spanish/English  
Data Entry Machine Operator  
Employment Specialist  
Health Aide  
Home Service Aide  
Income Maintenance Aide  
Income Maintenance Specialist  
Income Maintenance Specialist, Bilingual Spanish/English  
Income Maintenance Technician  
Income Maintenance Technician, Bilingual Spanish/English  
Income Maintenance Worker  
Income Maintenance Worker, Bilingual Spanish/English  
Interpreter, Bilingual  
Investigator, CWA  
Messenger  
Office Appliance Operator  
Personnel Aide  
Principal Account Clerk  
Principal Account Clerk-Typing  
Principal Clerk  
Principal Clerk-Bookkeeper  
Principal Clerk-Stenographer  
Principal Clerk-Typist  
Principal Data Entry Machine Operator  
Principal Home Service Aide

Principal Office Appliance Operator  
Receptionist - Typing  
Receptionist and Interpreter/Spanish  
Rent and Housing Coordinator, Welfare  
Secretarial Assistant - Typing  
Senior Account Clerk  
Senior Account Clerk - Typing  
Senior Building Maintenance Worker  
Senior Building Service Worker  
Senior Clerk  
Senior Clerk-Bookkeeper  
Senior Clerk-Stenographer  
Senior Clerk-Transcriber  
Senior Clerk-Typist  
Senior Data Entry Machine Operator  
Senior Home Service Aide  
Senior Key Punch Machine Operator  
Senior Office Appliance Operator  
Senior Receptionist  
Senior Rent and Housing Coordinator  
Senior Stock Clerk  
Senior Telephone Operator  
Senior Terminal Operator  
Social Service Aide  
Social Service Technician  
Social Worker  
Social Worker, Bilingual Spanish/English  
Social Work Specialist  
Stock Clerk  
Telephone Operator  
Telephone Operator/Receptionist  
Terminal Operator  
Training Technician

B. The following titles shall be excluded from the above bargaining unit:

Accountant  
Administrative Analyst, Welfare  
Administrative Secretary, CWA  
Administrative Supervisor of Income Maintenance  
Administrative Supervisor of Social Work  
Assistant Administrative Supervisor of Income Maintenance  
Assistant Administrative Supervisor of Social Work  
Assistant Chief Investigator, CWA  
Assistant Payroll Supervisor  
Assistant Training Supervisor  
Building Service Supervisor  
Chief of Administrative Services  
Chief Clerk  
Chief Investigator, CWA

Child Support Coordinator  
Child Support Supervisor  
Consultant on Aging  
Coordinator of Volunteers  
Data Processing Coordinator  
Deputy Director, Welfare  
Director of Welfare  
Field Office Supervisor  
Fiscal Officer  
Guard, Public Property  
Homemaker Service Supervisor, CWA  
Homemaker Service Supervisor/Senior Community Planner  
Income Maintenance Supervisor  
Management Specialist  
Payroll Supervisor  
Personnel Officer  
Principal Clerk-Stenographer to the Personnel Officer  
Program Coordinator, Family Day Care  
Public Information Officer  
Security Guard  
Secretarial Assistant to the Director/Deputy Director  
Senior Accountant  
Senior Investigator, CWA  
Senior Investigator, Internal Security  
Senior Personnel Technician  
Senior Security Guard  
Senior Training Technician  
Social Work Supervisor  
Supervising Administrative Analyst  
Supervising Clerk  
Supervising Clerk-Bookkeeper  
Supervising Receptionist  
Supervising Telephone Operator  
Supervising Terminal Operator  
Supervisor of Accounts  
Supervisor of Data Entry Machine Operators  
Supervisor of Property and-Resources  
Training Supervisor, CWA

C. Any new title authorized for use by the Board will be negotiated for inclusion or exclusion from the bargaining unit. If the parties are unable to agree on the inclusion or exclusion of a title, the Union will pursue statutory procedures under the New Jersey Public Employment Relations Act.



D. Workers receiving out-of-title pay to perform duties of a position excluded from the bargaining unit shall continue to be represented by the Union and entitled to all due benefits thereof. Workers temporarily or provisionally assigned to a title excluded from the bargaining unit, reported on a DPF-66 form to the State Department of Personnel, shall not continue to be represented by the Union. The Union will be notified of these workers excluded from their bargaining unit under this Article at the time of appointment.

ARTICLE II  
CONTRACT PERIOD

A. This Agreement shall be effective from July 1, 1991 through June 30, 1994.

B. By this Agreement, this contract and all its provisions shall be extended to remain in full force and effect during any period of negotiations on a succeeding contract which continues beyond the expiration date of this contract.

ARTICLE III  
HOURS OF WORK

A. 1. All full-time employees, except building maintenance staff, covered by this contract shall adhere to a flex-time schedule as delineated below. Each schedule includes a 45-minute lunch and one 15-minute break during each half day of work. The flex-time schedules are:

8:00 a.m. - 3:45 p.m.  
8:30 a.m. - 4:15 p.m.

2. Supervisors will assure unit coverage from 8:30 a.m. to 4:15 p.m. with the following exception:

a. Supervisors in D.C.U. Screening and Data Entry units will assure coverage until 4:45 p.m.

b. Supervisor of the Receptionists and Telephone Operators will assure front desk coverage from 8:00 a.m. to 4:30 p.m., switchboard coverage from 8:30 a.m. to 4:15 p.m.

B. 1. Building maintenance staff will work from 12:30 p.m. to 8:00 p.m., with 30 minutes for dinner and one (1) 15-minute break during each half day of work. Effective July 1, 1992, the hours will be 1:00 P.M. to 8:30 p.m. Building maintenance staff may combine one (1) break with dinner, with the Supervisor's approval.

2. The part-time building service worker in Perth Amboy will work from 8:00 a.m. to 12:00 noon.

C. A joint Management/Union Committee comprised of three (3) Management representatives and three (3) Union representatives shall work together to mutually resolve any problems and explore alternative flex-time programs.

D. The Board reserves the right to change individual flex-time schedules in order to cover the following special circumstances: for attendance at training seminars and conferences. In such situations the Board will notify the employee as much in advance as possible. Upon completion of the seminar/conference, the employee shall return to his/her regular flex schedule.

E. All employees shall punch in and out on the time clocks using the same standards, practices, and procedures, although the mechanical devices may differ.

F. Any employee called back to work after the conclusion of his/her normal work shift shall be entitled to a minimum of four (4) hours of compensation, portal-to-portal, at a rate of pay of time and one-half. The four (4) hours must be non-contiguous with either the start or finish of the work day.



ARTICLE IV  
HOLIDAYS AND LEAVES

A. Each employee covered by this Agreement shall be allowed four (4) days per annum for personal reasons, including religious observances. Personal days must be pro-rated for employees in the first year of service according to time earned, i.e., an employee earns one-half (1/2) day every one and one-half (1 1/2) months, with a maximum of four (4) personal days per calendar year. These days are not to be deducted from vacation days or sick days allowed to all employees. These days, if unused, shall not be carried over into the following calendar year.

B. 1. Full-time employees will be granted vacation leave as follows:

One (1) working day for each month of service, or major fraction thereof, during the remainder of the calendar year following date of appointment.

After one (1) year of service through five (5) years of service, twelve (12) working days per year.

After five (5) years of service through nine (9) years of service, fifteen (15) working days per year.

After nine (9) years of service through twelve (12) years of service, sixteen (16) working days per year.

After twelve (12) years of service through fifteen (15) years of service, twenty (20) working days per year.

After fifteen (15) years of service through twenty (20) years of service, twenty-one (21) working days per year.

After twenty (20) years of service, twenty-five (25) working days per year.

a. Service includes all temporary and/or

provisional continuous service immediately prior to permanent appointment with the Board or other county office of the same county, provided there is no break in service of more than one (1) week. Any increase in vacation days based on years of continuous county service will be credited at the beginning of the calendar year in which the employee attains it with the anticipation that his/her employment will be continuous throughout the calendar year.

2. Part-time employees will earn vacation leave on a pro-rated basis in accordance with B.1.

3. Seasonal employees will be granted pro-rated vacation leave on the basis stated in B.1.

4. Employees resigning or retiring shall be granted vacation leave pro-rated on the basis of current annual allowance divided by 12, multiplied by the months of service completed within the particular year.

5. Accumulation of Vacation. Where, in any calendar year, the vacation leave or any part thereof is not granted by reason of pressure of work, such leaves of absence or parts thereof not granted shall accumulate and may be carried over into the next succeeding calendar year only.

6. Vacation for Veterans. A returning veteran shall be entitled to full vacation time for the year of return and for the year preceding, provided that latter can be taken during the year of return.

7. Deceased Employees. Whenever an employee in the classified service dies, payment shall be made to the estate of

such deceased employee for all earned and unused vacation leave, within the limits set forth in Section 5 above, based on the last approved compensation rate for the deceased employee.

C. 1. Sick leave shall be accrued at the rate of one (1) day per month or major fraction thereof during the remainder of the first calendar year of employment and one and one-quarter (1 1/4) days per month thereafter. Sick days may be accumulated indefinitely. Sick leave shall be granted in accordance with the following definition:

a. Sick leave means the absence of an employee from duty because of:

i. illness, injury, pregnancy disability, or exposure to contagious disease;

ii. necessary attendance upon a member of the immediate family who is seriously ill;

iii. the death of any person in the employee's immediate family.

b. Immediate family means employee's spouse, child, legal ward, grandchild, foster child, mother, father, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law, step-parent, or step-child of the employee. It also includes persons living in a spousal relationship, or other relatives of the employee residing in the employee's household.

2. A physician's certificate may be required whenever an employee is on sick leave for five (5) or more consecutive working days.

3. When the Board has reasonable suspicion of sick leave abuse or of an employee's capability of returning to work following illness, and the Board requires medical verification, the Board will pay doctors' fees which exceed the amount covered by the employee's insurance, and will provide transportation if the employee is at work.

D. All employees who retire from P.E.R.S. after January 1, 1977 shall be entitled to receive a lump sum payment for unused accumulated sick leave earned during continuous, unbroken service since the most recent date of hire. This shall be computed at the rate of one-half of the eligible employee's daily rate of pay for each day of earned and accumulated sick leave based upon the average annual compensation received during the last year of employment prior to the effective date of retirement, provided that such payment shall not exceed \$15,000. An employee who elects a deferred retirement benefit shall not be eligible for this lump sum payment.

E. Leaves of absence with or without pay may be granted according to State Department of Personnel Rules and further clarified by Agency procedure, and shall not be unreasonably withheld.

F. The Board shall grant up to six (6) months unpaid parental leave on the birth of a child, or serious illness of a child (with documentation on a case-by-case basis), and up to six (6) months unpaid parental leave prior to the adoption of a child under six (6) years of age.

G. Every employee covered by this Agreement shall receive up to five (5) days bereavement leave in the event of the death of that employee's spouse, child, parent, brother, sister, step-child in home, or step-parent in home, or person living in a spousal relationship; up to three (3) days bereavement leave for the employee's grandparent, grandchild, step-parent not in the home, and step-child not in the home; up to two (2) days bereavement leave for the employee's son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, or relative who resides in the home of the employee. The "in-laws" set forth in this paragraph shall not include those of marriages terminated by divorce or annulment. The time during which this bereavement leave will be allowed shall be at the discretion of the employee within ten (10) days of the date of death.

H. It is the policy of the Board that, with respect to employees on vacation, sick leave or authorized leaves of absence of more than five (5) continuous days duration, work assignments will be made with due consideration for such absence and will be distributed as equitably as possible.

I. 1. The following holidays will be observed:

New Year's Day  
Martin Luther King's Birthday  
Lincoln's Birthday  
Washington's Birthday  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Columbus Day  
General Election Day

Veteran's Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Day

2. Whenever any above holiday falls on a Sunday, the following day is granted. Whenever such holiday falls on Saturday, it shall be granted on the preceding Friday. Additional holidays as established from time to time by gubernatorial proclamation, by appropriate authority, by rule, proclamation or order in a given locality may be granted for employees.

3. If a holiday, as indicated above, occurs while an employee is on leave with pay (excluding educational leave), the day shall be recorded as a holiday instead of sick or vacation leave. Holidays do not accrue during any leave of absence. If an employee is absent without pay before and after a holiday, he, she shall not be paid for that particular holiday.

J. The Board agrees to provide employees with quarterly statements indicating the balance of their unused sick, vacation and personal days.

K. Each use of benefit time shall be for a minimum of 15 minutes. Any benefit time taken in excess of 30 minutes is to be used in 15-minute intervals.

ARTICLE V  
MEDICAL INSURANCE

A. 1. The Board and the Union agree on the current practice by which each individual employee is covered by health insurance through the New Jersey State Health Benefits Plan, which includes the options of Blue Cross/Blue Shield and Major Medical, or by a health maintenance organization available through New Jersey State Health Benefits, if geographically appropriate as determined by the employee's residence.

2. Employees' eligible dependents who are enrolled in the above health insurance program will be covered, and the premiums will be paid by the Board up to the cost of such coverage under Blue Cross/Blue Shield and Major Medical option of the New Jersey State Health Benefits Plan.

B. The Board and the Union agree on the current practice by which each employee is covered by dental insurance through the Middlesex County Employees Group Dental Insurance Program, or a similar plan of equal benefit. The plan includes two options, one administered by International Health Services, Healthplex, and the other by Unity Dental. The schedule of payments shall be that which is adopted by the Middlesex County Board of Chosen Freeholders for the above mentioned contract period. Dependent coverage premiums will be shared by the Board and the employees. The per-pay premium deductions are as follows:

77

<u>Coverage</u>	<u>Healthplex</u>	<u>Unity Dental</u>
Single	\$ .68	\$ 0
Modified Family	4.00	3.97
Family	4.90	17.25

In the event there is any proposed change in this plan by the County of Middlesex before the expiration of this Agreement, the parties agree to immediately reopen negotiations regarding same.

C. The Board and the Union agree on current practice by which each individual employee and eligible dependents are covered by a drug prescription program, administered by National Prescription Administrators, or a similar plan with a \$1.25 deductible.

D. The Board and the Union agree on current practice by which employees who retire and who have completed 25 years of service credit in the Public Employees Retirement System will have hospitalization insurance paid by the Board upon such retirement, according to County policy.

E. The Board and the Union agree on the implementation of a Vision Care Program for all employees who have completed at least two (2) months of continuous service with the Board. Each covered employee shall be eligible to receive a maximum of \$100 per two-year period as reimbursement for vision care services. The eligible family member's group, composed of spouse and/or dependent children, shall be eligible to receive an aggregate maximum of \$80 per two-year period as reimbursement for vision care services. Coverage will be in accordance with the Vision Care Policy contained in the Agency Personnel Manual.



F. The Board agrees to provide disability insurance through the New Jersey State Temporary Disability Benefits Program, effective January 1, 1981, in accordance with P.L. 1980, Chapter 18, approved March 26, 1980. It is understood that said law requires contributions from the employer and employee.

G. The Board and the Union agree to mutually solicit sufficient brochures of all insurance benefits for all employees.

H. The Board and the Union agree on current practice by which employees and appropriate family members are covered by an employee assistance program, known as Priority One, or a similar plan of equal benefit.

I. 1. The Board will extend to a maximum period of ninety (90) days all medical insurance coverage of eligible employees and their covered dependents upon exhaustion of such employee's accumulated sick and vacation leave and who are granted approved sick leave without pay, with the Board paying the cost.

2. In those instances where the leave of absence (or an extension of such leave) without pay is for a period of more than ninety (90) days, the employee may still prepay all medical coverage premiums for the next 270 days of the approved leave of absence following the period of ninety (90) days paid for by the Board, as provided in the paragraph above.

ARTICLE VI  
COMPENSATION

A. When there are major additions to the workload which have to be done within time limits, Administration will not expect to have this accomplished within the normal work hours. Therefore, it shall be accomplished on overtime. Overtime will be offered to qualified employees according to seniority and rotated in order to equalize.

B. Overtime compensation, at the rate of time and one-half, shall be paid by the Board to all employees who work in excess of 35 hours per week. The overtime rate for all hours worked on Sundays and holidays will be double time. Overtime compensation must be authorized by the Director, Deputy Director, or his/her designee.

C. If an employee works outside of his/her classification at the request of the Administration for one (1) or more days per week, he/she shall receive the rate of pay for that classification or the rate of pay for his/her own classification, whichever is higher, for the total number of hours worked outside of his/her classification during that week. All out-of-title work affecting members of this unit shall require prior approval at the level of Administrative Supervisor or above.

D. Employees who work during periods of reduced staff (skeletal crew) shall earn compensatory time at the rate of time and one-half for all such hours worked. This shall be in addition to their regular pay.

ARTICLE VII  
HIRING, PROMOTION, LAYOFF & REHIRE

A. All entry level vacancies resulting from terminations or promotions and all promotional level vacancies must be posted for a minimum of five (5) working days, provided there is no State Department of Personnel certification list which must be disposed of within two (2) or less weeks of the date when the position becomes vacant.

B. Unless demoted, laid off, or disciplined, persons presently employed by the Board who have permanent status in any title shall not receive a reduction in pay.

1. In the event management determines that a department-wide layoff due to financial exigencies or programmatic changes must take place which will affect permanent employees, said employees will be given notice of layoff at least fifty (50) calendar days, and if feasible, sixty (60) calendar days, prior to the reduction in force.

2. The Board agrees to discuss any issue regarding layoffs within two weeks of receipt of such request from the Union, with the understanding that management is not relinquishing any management rights concerning layoffs.

C. The Personnel Department will notify the Union immediately upon the Personnel Department's receipt of information concerning resignations and terminations and, additionally will either post a notice of all transfers on Agency bulletin boards or, if not

posted, will immediately notify the Union of same.

D. In all cases where vacancies occur on unfilled budget lines in any department, and there is a need to fill the position(s), the Director shall immediately request of the proper authorities that an examination be held for the purpose of filling the vacancy.

E. Seniority shall be the determining factor in all promotions within the Agency if all other qualifications as outlined in Agency policy are substantially equal. All promotions are subject to rules and regulations of the State Department of Personnel.

F. If a vacancy occurs which allows the Board to appoint a provisional employee, the Board agrees that former employees will be given priority for rehire, providing there has been satisfactory performance before layoff and the employee continues to meet Agency employment standards and/or requirements. Those persons laid off will be notified of a potential job opening prior to any general advertising. There is a twelve (12) month limit to this preferential consideration. It is the former employee's obligation to notify the Board of any change of address.

G. In the event Management determines that a department-wide layoff due to financial exigencies or programmatic changes must take place which will affect provisional employees, the following procedures shall be observed.

1. The Union shall be notified of the layoff as far in advance as possible.

2. Affected employees shall be given a generalized notice of layoff at least thirty (30) calendar days, and if feasible, sixty (60) calendar days, prior to the reduction in force.

3. Employees serving in the same job classification within a work unit affected who, in the judgment of Management, are on formal corrective action or suspension for disciplinary reasons at the time of layoff, or are lacking with respect to having achieved necessary and/or expected certifications, degrees, or like qualifications, or are lacking the abilities and/or skills necessary to perform current or future work assignments, shall, at the option of Management, be laid off first. Due consideration shall be given to the concept of affirmative action.

4. Where, in the judgment of Management, the elements set forth in Paragraph 3 above do not distinguish employees affected by the reduction in force, such employees serving in the same job classification within the work unit shall be laid off in inverse order of job classification seniority.

a. For purposes of this Article, an employee shall begin to accrue job classification seniority as of six (6) months subsequent to the effective date of the employee's initial appointment to the particular job classification to which he is assigned. Employees who are appointed to a new job title (due to promotion, for example) subsequent to having served the initial six (6) month period shall begin to accrue job classification seniority three (3) months subsequent to the effective date of the employee's

appointment to such new job title, provided that there has been no break in service. An employee's job classification seniority approved prior to layoff shall be continued and again begin to accrue immediately upon the employee's return to full employment status in the same job title in which he had been serving prior to the layoff. Job classification seniority shall continue to accumulate until there is a break in service. Employees on unpaid leave of absence or layoff shall not accrue job classification seniority during the leave or during the period of layoff. Employees who are reinstated due to improper applications of this Article shall not suffer any loss of seniority accrued.

5. Nothing herein shall convey any bumping rights to employees covered by this Article. Failure to comply with any element of this Article shall not result in delaying the effectuation of the layoff, and any errors identified with respect to the application of this procedure shall be corrected on a prospective basis only. Back pay shall not be awarded.

6. The appointing authority shall create and maintain recall lists by title composed of those employees who were laid off. The list shall continue in existence for twelve (12) months following the date of layoff. Employees who are fully qualified and possess the credentials determined necessary for the position, whose performance has been satisfactory and who are capable of performing the assigned work shall be recalled in inverse order of layoff. The appointing authority shall not be required to recall employees who were laid off pursuant to paragraph 3 of this

Article. However, such employees may be recalled at the option of the appointing authority when the list of eligible employees is exhausted.

7. Procedure: The appointing authority shall simultaneously notify by regular mail and certified mail at least three (3) eligible employees of a vacancy in their particular title, and a copy of such notice shall be forwarded to the Union. The most senior employee affirmatively and timely responding to the notice shall fill the position. The employee must respond within two (2) weeks of the receipt of the notice. The letter of recall shall specify the latest date by which the employee may timely contact the appointing authority. Employees who do not respond in a timely manner may be permanently removed from the list. Each employee shall be responsible for keeping the appointing authority advised of his/her current address and phone number. The employee must report to work within a reasonably prompt period of time, which in no case shall exceed twenty (20) calendar days. Failure to report within the timeframe set forth above may result in forfeiture of the position to which the employee had been recalled and elimination from the recall list.

a. Employees who are recalled retain original date of hire as seniority date for seniority purposes only, not benefit time. This would affect promotion, transfer, parking, but not accumulation of benefit time.

ARTICLE VIII  
FACILITIES AND EQUIPMENT

A. The Board agrees to make every reasonable effort to provide employees covered by this Agreement with the supplies, equipment and telephone services adequate to perform their duties and responsibilities, including manuals and field books.

B. The Board agrees to have on the premises a fully-stocked first aid kit from which supplies may be dispensed by a member of the bargaining unit upon notice to, and with the approval of, the Director or Deputy Director. The Union shall be entitled to review the contents of this first aid kit at any reasonable time.

C. The Board agrees to provide first aid emergency training to two (2) employees chosen by the Union, per office, per annum.

D. The Board agrees to make every reasonable effort to provide an employees' lounge in each office.



ARTICLE IX

CHILD CARE

A. The Board agrees to abide by County policy regarding child care for employees of the Board.

ARTICLE X  
PERSONNEL PRACTICES

A. Each employee covered by this Agreement shall receive a description of the benefits provided under the Retirement System in the form of a booklet published by the State of New Jersey, as available. An annual training session on retirement benefits and changes to same shall be offered to all employees, with the understanding that attendance is voluntary.

B. Each employee shall have the right to see his/her personnel file once per year upon request to the Director or his/her designee. Employees shall have the right to see their personnel file at other times pertinent to grievances. A representative of the Union may, with the employee's written authorization, accompany said employee while he/she reviews his/her file.

1. The employee shall have the right to see and respond to any document in his/her personnel file. Such response shall be directed to the Director of the Board and shall be included in the respondent's personnel file.

2. Each employee shall have the right to see and respond to any and all documents before they are placed in his/her personnel file, said documents to be initialed by the employee. Should the employee object to any documents, he/she shall have the right to the presence of a Union representative.

3. The employee shall have a right to one (1) copy of

each document in his/her personnel file. Two (2) days advance notice must be given to request copies. Allowance will be made for emergent situations. Employees requesting a second copy of any document in his/her personnel file will be charged ten (\$.10) cents per page for each copy made.

C. Every employee shall receive a stub with his paycheck itemizing all deductions and year-to-date totals.

D. Inclement Weather Policy. If the Governor declares state offices, state-wide, to be closed and/or the County declares County offices closed, the Board will be closed.

E. Effective with the implementation of this Agreement, the Board will provide thirty (30) copies of the Personnel Manual to the Union, as well as one (1) to each unit. Health Benefits Pamphlets will be provided to all employees.

F. The Board agrees to provide the Union an updated seniority list of all employees covered by this Agreement once in each calendar year.

G. The Board shall notify the Union President or designee in writing no later than close of business the following workday when:

1. A Summary Report for Disciplinary Action is submitted;
2. An annual increment is denied;
3. A formal corrective action is presented;
4. A worker is sent home for the day;
5. An administrative-level disciplinary hearing is to be conducted;

6. An employee is discharged or suspended.

H. Employees shall have the right for a Union representative to be present, if the employee so requests, during any meeting at which an employee is being questioned on a matter which may lead to discipline.

ARTICLE XI  
TRANSPORTATION & REIMBURSEMENT

A. Each employee covered by this contract shall be reimbursed for minor emergency repairs on County vehicles paid for by the employee, as well as any resulting reasonable and necessary transportation costs incurred by the employee in getting either to the office or home, whichever is appropriate.

B. Employees who are authorized to use their own cars will be compensated at the rate of \$.23 per mile effective July 1, 1991, \$.24 per mile effective July 1, 1992, and \$.25 per mile effective July 1, 1993.

C. Each employee who is required to utilize his/her automobile on Board business shall receive, in addition to the above mentioned expenses, an allowance of \$15.00 per month toward the cost of his/her automobile insurance when such insurance is in force. This allowance will become \$20.00 per month effective July 1, 1993. Each such employee shall present to the Board a proper certificate of insurance carried by said employee.

D. All employees covered by this Agreement shall be eligible for parking benefits on the basis of seniority. The Board shall provide space, within budgetary and allocation limitations, in County authorized parking facilities.

## ARTICLE XII

### GRIEVANCES

#### A. Purpose.

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee to discuss a matter informally with any appropriate member of the administration. If such discussion involves a matter covered by the definition of a grievance in Section B, the Union shall be advised of the adjustment of the issue.

3. This constitutes the sole and exclusive method of resolving grievances between the parties covered by this Agreement.

#### B. Definitions.

1. The term "grievance" shall mean an allegation that there has been:

a. A violation, misinterpretation or misapplication of the terms of this Agreement.

b. An inequitable, improper, unjust application or misinterpretation of rules or regulations, existing policy or orders applicable to the Board of Social Services.

2. The term "employee" or "grievant" as used in this

Article shall also mean a group of employees with a grievance, or the Union.

C. Presentation of a Grievance. The Board agrees that in the presentation of a grievance, there shall be no loss of pay for the time spent in presenting the grievance by the grievant, a Union representative and a Union recorder.

D. Grievance Procedure.

Step 1. The grievant and his/her Union Shop Steward shall present the employee's written grievance or dispute within fifteen (15) working days of its occurrence to the appropriate Department Head. Failure to act within said fifteen (15) days shall be deemed to constitute an abandonment of the grievance. The Department Head shall schedule a hearing within ten (10) working days of receipt of the grievance and shall render a decision in writing to the grievant within ten (10) working days of the hearing.

Step 1 may be waived by mutual agreement between the parties.

Step 2. If the grievance is not settled through Step 1, the same shall be presented in writing by the employee and the employee's Union representative, who is the Shop Steward or Local Union Officer, to the Director or Deputy Director within ten (10) working days of the written response from Step 1. The Director or Deputy Director shall hold a hearing within fifteen (15) working days of the request for the hearing and render a decision within ten (10) working days.

Step 3. If the grievance is not settled through Step 2, the same shall be presented in writing by the employee and the employee's Union representative, who is the Shop Steward or Local Union Officer, to the Director or Deputy Director within (10) working days of the written response from Step 2. Within thirty (30) calendar days of receipt of the notice from the grievant, a hearing shall be held before a committee chosen by the Board, consisting of three (3) members of the Board. The committee shall render a written decision on the grievance within ten (10) working days of the close of the hearing.

Step 4. a. If no settlement of the grievance has been reached between the parties, the grievance may be moved to arbitration only by the Union within thirty (30) working days of receipt of a decision from Step 3.

b. (1) Any unresolved grievance may be appealed to arbitration (only by the Union). The Union must file the request for arbitration within thirty (30) working days after receipt of the Step 3 decision.

(2) Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration or to represent an employee before the State Department of Personnel. The Union's decision to request the movement of a grievance to arbitration or to terminate the grievance prior to submission to arbitration shall be final as to the interests of the grievant and the Union.

c. Should the Union wish to move a grievance



to arbitration, the Union shall notify the American Arbitration Association or the Public Employment Relations Commission of same and request a list of arbitrators to be furnished to the Board and Union. Selection of an arbitrator shall conform to the procedures of the American Arbitration Association or the Public Employment Relations Commission, respectively. The parties shall meet at least ten (10) working days prior to the date of the arbitration hearing to frame the issues to be submitted to the arbitrator and to stipulate the facts of the matter in an effort to expedite the hearing.

d. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement and/or such rules and regulations as may be in effect by the State Department of Personnel. The arbitrator shall have the full power to hear the grievance and make a decision, which decision shall neither modify, add to, nor subtract from the terms of the Agreement and the referenced policies. The decision shall be rendered within thirty (30) days of the hearing.

e. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement, and shall confine his/her decision solely to the interpretation and application of this Agreement. He/she shall confine him/herself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him/her, nor shall he/she submit observations or declarations of opinion which are not essential in reaching the determination.

f. The cost of the arbitrator and his/her expenses shall be borne equally by both parties. Any other expenses incurred in connection with the arbitration shall be paid by the party incurring same.

g. The cost of the transcript, if any, will be borne by the party requesting it. If both parties request a transcript, the cost will be shared equally.

h. The arbitrator may prescribe an appropriate back pay remedy when he/she finds a violation of this Agreement, provided such a remedy is permitted by law, and is consistent with the terms of this Agreement, except that he/she may not make an award which exceeds the Board of Social Services's authority.

The arbitrator shall have no authority to prescribe a monetary award as a penalty for a violation of this Agreement.

i. The decision or award of the arbitrator shall be final and binding on the Board of Social Services, the Union, and the grievant or grievants to the extent permitted by and in accordance with applicable law and this Agreement. Disciplinary disputes shall be subject to the Grievance Procedure herein set forth, except that arbitration, if selected, shall be advisory, except as may be permitted by law.

j. Either party shall have the right to seek judicial review of the matter as prescribed by New Jersey statutes.

E. There shall be no loss of pay for employees for time spent either as a grievant, witness, a Union representative, Union

Recorder, or Union observer in any step of the grievance procedure. An individual Union observer is limited to observing all three (3) steps of a grievance one (1) time only, and no more than six (6) observers may be used in any year.

F. Employee grievances shall be presented on prepared forms. The grievance procedure, as defined herein, shall be strictly adhered to. Time limits may be waived only by mutual consent of the parties. It is understood that employees must sign their individual grievances.

G. Grievance resolutions or decisions at Step 1 through Step 4 shall not constitute a precedent in any arbitration or other proceeding unless a specific agreement to that effect is made by the authorized representatives of both parties. This is not to be construed as limiting the right of either party to introduce relevant evidence, including such grievance resolution, as to the prior conduct of the other party.

H. One (1) Union member, designated by the Union, shall be allowed a maximum of one (1) hour during working hours to investigate each grievance.

## ARTICLE XIII

### UNION RIGHTS

A. The Board agrees to deduct from the pay of each employee who furnishes a written authorization for such deduction in a form acceptable to the Board, during each calendar month, the amount of monthly Union dues. Dues shall be two (2) hours pay per month based on a 40-hour work week, or such other amount as may be certified to the Board by the Union at least thirty (30) days prior to the month in which the deduction of Union dues is to be made. The Board will supply to each employee, upon request, a statement of the amount of Union dues paid during the preceding year.

B. The Board further agrees to deduct, in accordance with P.L. 1979, Chapter 477, as it relates to the Agency Shop provisions, from the pay of each employee covered by this Agreement who does not furnish a written authorization for deduction of Union dues, a representation fee equal to eighty-five (85%) percent of the Union dues, as may be certified to the Board by the Union at least thirty (30) days prior to the month in which the deduction of dues is to be made, commencing 90 days after the date of hire of such employee. However, in the event of rehire, such dues shall commence after thirty (30) days of date of rehire.

C. Deduction of Union dues and representation fees made pursuant hereto shall be remitted by the Board to the Union, c/o Secretary-Treasurer, Communications Workers of America, AFL-CIO, 1925 K Street, N.W., Washington, D.C. 20006, by the tenth (10th)

day of the month following the calendar month in which such deductions are made, together with a list of employees from whose pay such deductions were made. A copy of such list shall also be delivered to the local Union President.

D. The Board agrees to provide payroll deductions for the CWA Savings and Retirement Trust, the amount to be deducted as per employee's request on a written authorization form provided by the Union to the Board, effective on or about January 1, 1981. Subsequent cancellation of such deduction by the employee must be reflected on a written form provided by the Union to the Board.

E. 1. The Union shall have a permanent spot on the public agenda of the regularly scheduled meetings of the Board, at which time a Union representative may address the Board as to any issue relating to Board operations.

2. The Union shall be permitted to have one (1) member attend the public session of the monthly Board meetings. Said member shall incur no loss of pay for time so spent.

3. Union representatives (not to exceed three (3) individuals) shall have the right to speak at public sessions of the Board. A request for an allocation of time on the agenda will be processed in advance and consistent with the procedures of the Board. The Union will be permitted to speak on an issue raised by the Board but not on the agenda. The Union may raise an issue of an emergent nature, provided it occurs subsequent to the time allowed for submission for placement on the agenda. In such an event, the Union shall be permitted to identify the issue, which

the Board shall receive as introduced and either accept as current business or consider for future action.

F. The Board agrees to grant twenty-four (24) months leave of absence without pay in each calendar year to be taken by no more than two (2) persons, not from the same department at any one (1) time, in segments of no less than three (3) months. The Union must notify the Board in writing thirty (30) days in advance of the time that the leave is to be effective. Any employee granted this leave is required to pay the entire cost of continuing their employee benefits while on said leave without pay.

G. Union members, to be designated by the Union, shall be granted forty (40) days per calendar year with full pay to attend any Union conference or convention which must be attended by a Union member during working hours. The Union shall request, in writing, these days at least one (1) week in advance of the conference or convention. In emergent situations, the Board shall consider exceptions to requesting these days one (1) week in advance. A maximum of six (6) unused days may be carried into the succeeding calendar year only.

H. Union Stewards and officers will be granted an aggregate of seventy-five (75) unpaid days per calendar year to attend to Union business. The Union shall submit written request for these days at least one (1) week in advance. In emergent situations, the Board shall consider exceptions to the one (1) week advance request for use of this time. A maximum of seven (7) unused days may be carried into the succeeding calendar year only.

I. The Union shall indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of any of the above deductions.

J. The total Union time contained in Article XIII of either the Supervisory or Non-supervisory Agreements shall be shared between the Supervisory and Non-supervisory units and shall be allocated at the Union's discretion.

ARTICLE XIV  
FAIR PRACTICES

A. The Union agrees to continue to admit employees covered by this Contract to membership without discrimination on the basis of race, creed, color, national origin, sex, marital status, age, armed forces obligations, sexual preference, political or religious opinions or affiliations or physical handicaps.

B. The Board agrees to continue its policy of not discriminating against any employee covered by this Contract on the basis of race, creed, color, national origin, sex, marital status, age, armed forces obligations, sexual preference, political or religious opinions or affiliations, or physical handicaps or participation in Union activities.

C. Unless otherwise provided in this Agreement or by all applicable regulations, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee benefit existing prior to the effective date of this Agreement.



ARTICLE XV  
EDUCATION & TRAINING

A. The purpose of public assistance staff development is to enable the Middlesex County Board of Social Services to achieve its operating goals effectively and efficiently. The quality and extent of service the Board is able to provide is dependent on the competence and skill of the staff charged with delivering these services. Therefore, increasing the competence of staff in order to assure the highest quality of public assistance programs is a continuing objective.

B. To fulfill the above objective, the Board is committed to:

1. Maintaining staff development and training personnel.
2. Educational Leave Committee, which shall contain at least one member of the Union, who shall be selected by the Union.
3. Components including initial in-service training, programmatic in-service training, management and supervisory training, career/professional development, and academic, degree-oriented and other long-term educational programs.
4. All training conferences pertaining specifically to the Board shall be posted on bulletin boards, and notices will be sent to unit supervisors by the Training Department.
5. The Board will attempt to secure information on as many in-service training courses and/or seminars by March 1st of each calendar year. As many as are known by March 1st will be published by March 15th in a booklet form for all employees to

review. Additional courses/seminars will be posted as they become known and distributed in a reasonable manner.

6. Expenses incurred by employees who attend special conferences and seminars approved by the Board shall be paid in accordance with the Agency Personnel Manual. Travel costs and necessary fees, as approved, will be paid for attendance at approved conferences. For any approved conferences wherein a payment for meals is reimbursable, the payment shall be up to a maximum of: Breakfast - \$5.00; Lunch - \$6.50; Dinner - \$13.50.

7. Twenty aggregate days with pay shall be granted by the Board for employees to attend approved Welfare Conferences. For Welfare Conference attendance, the Agency Personnel Manual and past practice shall prevail.

8. In July of each year, the Board will conduct a written survey of all employees in an attempt to determine training needs and interests of the staff.

ARTICLE XVI

JURY PAY

A. When an employee covered by this contract serves as a juror, said employee shall receive full pay less jury pay. When an employee is notified to serve as a juror, he/she should present the official notice to his/her supervisor as soon as possible, but no later than fourteen (14) days in advance of the scheduled date to appear in court. If the employee fails to notify the Board as indicated, the employee could only be entitled to jury pay.

ARTICLE XVII

LONGEVITY

A. Longevity pay will be granted by the Board in accordance with the County Plan, as promulgated by the Board of Chosen Freeholders of Middlesex County, which is as follows:

1. All eligible employees shall be entitled to receive Longevity which will be based upon their salary (maximum base \$30,000.00) as of December 31st of the previous year, starting with the completion of the eighth (8th) year of service, i.e.:

9 through 15 years of service	2%
16 through 20 years of service	5%
21 years and over	7%

B. If the Board of Chosen Freeholders makes a change in its Longevity Plan which would allow for any increase or upgrade of the plan herein specified, the Board of Social Services agrees to implement said change as of its effective date.

ARTICLE XVIII

SALARIES

A. Employees covered by this Agreement shall be compensated in accordance with the following:

1. Effective and retroactive to July 1, 1991, all employees shall receive a one-time bonus of 4.5% plus merit increase if applicable.

2. Effective July 1, 1992, all employees covered by this contract shall have their salaries adjusted step-to-step from the Compensation Schedule effective July 1, 1990 to the Compensation Schedule effective July 1, 1992 found in Appendix A of this Agreement, which reflects approximately a three (3%) percent increase over the Compensation Schedule effective July 1, 1990.

3. Effective July 1, 1993, all employees covered by this contract shall have their salaries adjusted step-to-step from the Compensation Schedule effective July 1, 1992 to the Compensation Schedule effective July 1, 1993 found in Appendix A of this Agreement, which reflects approximately a three (3%) percent increase over the Compensation Schedule effective July 1, 1992.

B. All employees serving in positions covered by this Agreement classified by the State Department of Personnel with a bilingual Spanish/English variant shall receive a \$500 annual salary differential, which will be paid in bi-weekly installments, in addition to their base salaries.

C. Employees not at the maximum of their salary range shall

be entitled to a merit increment on the anniversary date, provided they have satisfactorily completed at least one year of continuous service.

1. Employees shall be entitled to a merit increment on a quarterly basis as follows:

a. Employees hired on January 3 through April 1 shall receive an increment on April 1st of the following year.

b. Employees hired on April 2 through July 1 will receive an increment on July 1st of the following year.

c. Employees hired on July 2 through October 1 will receive an increment on October 1st of the following year.

d. Employees hired on October 2 through December 31 will receive an increment on January 1st of the second year following date of hire.

e. Those hired on January 1 and January 2 will receive their increment on January 1st of the following year.

2. Anniversary dates, once established by the date of hire, will not change as a result of promotion. Anniversary dates which changed as a result of promotion prior to the effective date of this Agreement will remain as previously changed.

D. The Board agrees to provide uniforms to employees in the titles Home Service Aide; Senior Home Service Aide; Building Maintenance Worker; Building Service Worker; Senior Building Maintenance Worker; and Senior Building Service Worker, in a manner and method to be determined by the Board.

E. Hiring rates for all titles covered by this Agreement

shall be at Step 1 of the appropriate salary range, with the exception of the following titles, whose hiring rates will be as indicated below:

Building Maintenance Worker	-	Step 3, Range 8
Building Service Worker	-	Step 3, Range 8
Clerk	-	Step 3, Range 7

F. 1. All employees in the titles Income Maintenance Technician and Income Maintenance Technician, Bilingual, hired prior to January 1, 1994, shall be provisionally promoted to the position of Income Maintenance Worker or Income Maintenance Worker, Bilingual, effective the beginning of the pay period following the date the employee has attained one (1) year of permanent status in the title Income Maintenance Technician or Income Maintenance Technician, Bilingual.

2. All employees in the titles Building Maintenance Worker and Building Service Worker, hired prior to January 1, 1994, shall be provisionally promoted to the position of Senior Building Maintenance Worker or Senior Building Service Worker, effective the beginning of the pay period following the date the employee has attained one (1) year of permanent status in the Title Building Maintenance Worker or Building Service Worker.

3. All employees in the titles Clerk and Clerk, Bilingual Spanish/English, hired prior to January 1, 1994, shall be provisionally promoted to the positions of Senior Clerk or Senior Clerk, Bilingual Spanish/English, effective the beginning of the pay period following the date the employee has attained one

(1) year of permanent status in the title Clerk or Clerk, Bilingual Spanish/English.

G. Any employee who is promoted or reclassified to another title with a higher salary range shall have his/her salary adjusted so that it provides an increase in pay of one (1) increment of the present salary range (5% of the base of the range) plus the amount (if necessary) to adjust and equalize the employee's salary to the proper step of the new salary range.

H. Any employee who is demoted or being appointed to another title with a lower salary range shall have his/her salary adjusted so that it provides a deduction of one (1) increment of the present salary range less any additional amount (if necessary) to adjust and equalize the employee's salary to the proper step of the title to which he/she is being reassigned. Another acceptable procedure would be to reconstruct the employee's salary on the basis of the employee's previous employment record.

I. If any person previously employed by the Board is rehired by the Board, returning to the same or related position, the Board shall give special salary consideration to this person.



ARTICLE XIX  
EFFECTIVE LAWS

A. All provisions of this Agreement are subject to law. In the event that any provision of this Agreement shall be rendered illegal or invalid under any applicable law, such illegality or invalidity shall affect only that particular provision which shall be deemed of no force or effect, but it shall not affect the remaining provisions of this Agreement.

ARTICLE XX  
MANAGEMENT RIGHTS

A. The parties agree that they have fully bargained and agreed upon all terms and conditions of employment.

B. The Board retains and reserves unto itself all rights, powers, duties, authority and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey.

C. All such rights, powers, authority and prerogatives of management possessed by the Board are retained, subject to limitations imposed by law, except as they are specifically abridged or modified by this Agreement.

D. The Board retains its responsibility to promulgate and enforce rules and regulations, subject to limitations imposed by law, governing the conduct and activities of employees not inconsistent with the express provisions of this Agreement.

E. No employee shall be disciplined by discharge, reprimand, reduction in rank or compensation, deprivation of any professional advantage or any adverse evaluation of his/her professional services without just cause. In non-disciplinary situations, no employee shall be deprived of a professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.

ARTICLE XXI  
HEALTH AND SAFETY COMMITTEE

A. The Board agrees to the formation of a permanent Health and Safety Committee to be comprised of eight (8) persons. Of the eight, four (4) shall be selected by the Union and will include one (1) Union person from each office, plus the Union President, to represent the employees, and four (4) shall be selected by the Board to represent the Board. The Committee's responsibilities will include monitoring temperature levels within the physical plant, recommending improvements in the physical plant, developing itself as a resource body in relation to applicable laws and regulations, investigating complaints relating to health and safety matters and documenting same. The existence of the Committee and the names of the Committee members will be posted conspicuously and updated when necessary.

B. 1. The Board agrees to provide a healthful and safe working environment.

2. Violations of lease provisions will be vigorously pursued and diligent corrective action will be taken by the Board to assure compliance. When a health and safety violation occurs that involves corrective action by the landlord, the Board will notify the landlord of the problem within one working day of its occurrence. The Union will receive a copy of the notification. When the landlord responds, the Union will be notified within 24 hours with a description of the proposed corrective action and when

the action will be taken.

C. The Board shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. In the event the Board, in its sole discretion, shall deem it hazardous or unhealthful for employees to occupy all or any portion of premises maintained by the Board, the Board in such instance shall not require employees to continue to work in such hazardous or unhealthful areas until the Board, in its sole discretion, deems the condition corrected or abated. The Board agrees to act in a reasonable and prudent manner in carrying out the intent of this paragraph.

D. Employees will not be expected to operate Board vehicles in an unsafe condition. Any such condition shall be reported immediately to the employee's immediate supervisor for appropriate action. This shall not be construed as relieving the employee of his/her obligation to report to work in a timely fashion.

E. The Board shall arrange for a testing of air quality in all offices occupied by the Board, once per contract period, by the Middlesex County Department of Health, and shall provide the Union with copies of the results of such tests. A Union member of the Health and Safety Committee may accompany the persons making such tests. Should the Union desire additional testing, same shall be permitted at the sole expense of the Union upon reasonable notice to Management, provided that such testing shall not interfere with the orderly conduct of the Board's business. Additionally, Management will provide the Union with a list of the products used

for cleaning, exterminating and for the reproductive equipment.

F. The Union has the right to bring up a matter of health and safety at the Board meeting, and if same is brought before the Board, the Board will consider the issue and respond within five (5) working days.

ARTICLE XXII  
RESPONSIBLE RELATIONS

A. The Board and the Union recognize that it is in the best interests of both parties, the employees and the public, that all dealings between them continue to be characterized by mutual responsibility and respect.

B. To insure that this relationship continues and improves, the Board and the Union and the respective representatives at all levels will apply the terms of this Contract fairly in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the unit.

C. Both parties shall bring to the attention of all employees in the unit, including new employees, their purpose to conduct themselves in a spirit of responsibility and respect and the measures they have agreed upon to insure adherence to this purpose.

ARTICLE XXIII

FULLY BARGAINED AGREEMENT

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties regarding all bargainable issues, which were the subject of negotiations. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only and executed by both parties.





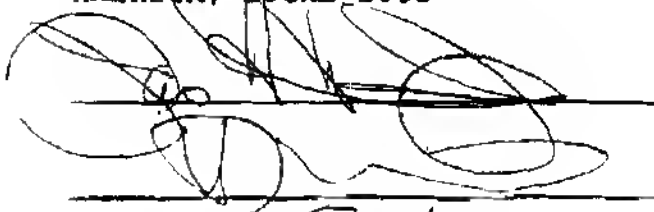
ARTICLE XXIV

EXECUTION

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives on this 8<sup>th</sup> day of April 1993.

COMMUNICATIONS WORKERS OF  
AMERICA, LOCAL 1082

MIDDLESEX COUNTY BOARD OF  
SOCIAL SERVICES



Mary F. Kelly

John T. Farley

John R. McIntyre

Michael Kuli  
Roberta Fleischman

Dan

Dolores E. Nolan

Angela J. Gileman

John J. Byrne

Angela Maccharone

Newell R. Benedict



APPENDIX A

MIDDLESEX COUNTY BOARD OF SOCIAL SERVICES  
CLASSIFICATION & COMPENSATION SCHEDULE FOR  
CWA LOCAL 10B2 CONTRACT  
EFFECTIVE 7/1/91

---

<u>Title</u>	<u>Salary Range</u>
Account Clerk	09
Account Clerk (Typing)	09
Building Maintenance Worker	08
Building Service Worker	08
Child Support Specialist	19A
Child Support Specialist, Bilingual Spanish/English	19A
Child Support Worker	16
Child Support Worker, Bilingual Spanish/English	16
Clerk	07
Clerk, Bilingual Spanish/English	07
Clerk Bookkeeper	09
Clerk Bookkeeper, Typing	09
Clerk Stenographer	10
Clerk Stenographer, Bilingual Spanish/English	10
Clerk Transcriber	10
Clerk Typist	09
Clerk Typist, Bilingual Spanish/English	09
Clerk Typist and Interpreter, Bilingual Spanish/English	10
Data Entry Machine Operator (Variants)	11
Employment Specialist	19A
Health Aide	11
Health Aide, Bilingual Spanish/English	11
Home Service Aide	10
Home Service Aide, Bilingual Spanish/English	10
Income Maintenance Aide	09
Income Maintenance Aide, Bilingual Spanish/English	09
Income Maintenance Specialist	19A
Income Maintenance Specialist, Bilingual Spanish/English	19A
Income Maintenance Technician	14
Income Maintenance Technician, Bilingual Spanish/English	14
Income Maintenance Worker	16
Income Maintenance Worker, Bilingual Spanish/English	16
Interpreter, Bilingual Spanish/English	08
Investigator, County Welfare Agency	19A
Investigator, County Welfare Agency, Bilingual Spanish/English	19A
Messenger	10
Messenger, Bilingual Spanish/English	10

**APPENDIX A  
CLASSIFICATION & COMPENSATION SCHEDULE  
CWA LOCAL 1082 CONTRACT  
EFFECTIVE 7/1/91**

Page 2

<u>Title</u>	<u>Salary Range</u>
Office Appliance Operator	09
Personnel Aide	14A
Principal Account Clerk	14A
Principal Account Clerk, Typing	14A
Principal Clerk	13A
Principal Clerk-Bookkeeper	14A
Principal Clerk-Stenographer	15
Principal Clerk-Transcriber	14A
Principal Clerk-Typist	14A
Principal Data Entry Machine Operator	15
Principal Home Service Aide	13A
Principal Home Service Aide, Bilingual Spanish/English	13A
Principal Office Appliance Operator	13A
Receptionist	09
Receptionist (Typing)	09
Receptionist & Interpreter, Bilingual Spanish/English	09
Rent & Housing Coordinator, Welfare	19A
Rent & Housing Coordinator, Welfare, Bilingual Spanish/English	19A
Secretarial Assistant, Typing	17
Senior Account Clerk	11
Senior Account Clerk Typing	11
Senior Building Maintenance Worker	11
Senior Building Service Worker	11
Senior Clerk	11
Senior Clerk, Bilingual Spanish/English	11
Senior Clerk-Bookkeeper	11
Senior Clerk-Stenographer	11
Senior Clerk Stenographer, Bilingual Spanish/English	11
Senior Clerk Transcriber	11
Senior Clerk Typist	11
Senior Clerk Typist, Bilingual Spanish/English	11
Senior Data Entry Machine Operator (Variants)	11
Senior Home Service Aide	11
Senior Home Service Aide, Bilingual Spanish/English	11
Senior Office Appliance Operator	11
Senior Receptionist (Variants)	11
Senior Rent & Housing Coordinator, Welfare	21
Senior Stock Clerk	12
Senior Telephone Operator	11
Senior Telephone Operator, Bilingual Spanish/English	11
Social Service Aide	10
Social Service Aide, Bilingual Spanish/English	10

APPENDIX A  
CLASSIFICATION & COMPENSATION SCHEDULE  
CWA LOCAL 1082  
EFFECTIVE 7/1/91

Page 3

<u>Title</u>	<u>Salary Range</u>
Social Service Technician	13A
Social Service Technician, Bilingual Spanish/English	13A
Social Worker	19A
Social Worker, Bilingual Spanish/English	19A
Social Work Specialist	21
Social Work Specialist, Bilingual Spanish/English	21
Stock Clerk	09
Telephone Operator	10
Telephone Operator, Bilingual Spanish/English	10
Telephone Operator Receptionist	10
Training Technician	19A



CWA	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93	SCHEDULE 07/93
RNG/STP	1	2	3	4	5	6	7	8	9	10	11	12
1	11,571	12,129	12,689	13,248	13,804	14,362	14,921	15,479	16,038	16,595	17,154	17,732
2	12,129	12,716	13,301	13,889	14,475	15,061	15,646	16,234	16,820	17,404	17,993	18,599
3	12,716	13,331	13,945	14,563	15,178	15,793	16,409	17,024	17,641	18,254	18,872	19,507
4	13,331	13,977	14,624	15,270	15,916	16,562	17,209	17,855	18,500	19,146	19,796	20,461
5	13,977	14,656	15,335	16,013	16,691	17,371	18,048	18,728	19,407	20,086	20,764	21,462
6	14,656	15,370	16,081	16,794	17,507	18,220	18,931	19,645	20,358	21,069	21,782	22,515
7	15,370	16,117	16,865	17,614	18,362	19,111	19,858	20,607	21,355	22,103	22,851	23,619
8	16,117	16,903	17,688	18,473	19,259	20,046	20,831	21,616	22,401	23,187	23,972	24,779
9	16,903	17,727	18,553	19,378	20,202	21,027	21,851	22,676	23,502	24,326	25,151	25,996
10	17,727	18,595	19,458	20,325	21,191	22,058	22,925	23,791	24,656	25,523	26,390	27,274
11	18,595	19,502	20,413	21,322	22,230	23,140	24,051	24,960	25,867	26,778	27,688	28,618
12	19,502	20,457	21,414	22,369	23,321	24,278	25,233	26,186	27,141	28,095	29,053	30,028
13	20,052	21,055	22,058	23,061	24,063	25,065	26,068	27,071	28,073	29,076	30,079	31,082
13A	20,457	21,460	22,463	23,466	24,468	25,471	26,473	27,476	28,478	29,481	30,484	31,507
14	21,055	22,107	23,161	24,213	25,265	26,320	27,373	28,425	29,478	30,529	31,583	32,636
14A	21,481	22,535	23,587	24,640	25,689	26,744	27,798	28,850	29,903	30,954	32,007	33,081
15	22,107	23,214	24,319	25,423	26,530	27,633	28,741	29,845	30,950	32,056	33,163	34,266
16	23,214	24,374	25,534	26,695	27,855	29,016	30,177	31,338	32,499	33,659	34,820	35,980
17	24,374	25,593	26,811	28,029	29,249	30,468	31,686	32,904	34,124	35,341	36,561	37,779
18	25,593	26,872	28,152	29,431	30,712	31,990	33,270	34,550	35,829	37,110	38,389	39,668
19	26,872	28,215	29,560	30,903	32,246	33,591	34,935	36,277	37,622	38,965	40,308	41,652
19A	27,543	28,920	30,300	31,676	33,053	34,432	35,808	37,183	38,562	39,938	41,315	42,694
20	28,215	29,627	31,037	32,450	33,859	35,269	36,680	38,091	39,503	40,913	42,324	43,734
21	29,627	31,108	32,589	34,070	35,551	37,033	38,515	39,996	41,478	42,959	44,441	45,922
22	31,108	32,664	34,219	35,775	37,330	38,885	40,440	41,997	43,553	45,108	46,664	48,216
23	32,664	34,297	35,931	37,563	39,195	40,829	42,463	44,096	45,730	47,362	48,994	50,628





## CWA

SCHEDULE 07/92 SCHEDULE 07/92 SCHEDULE 07/92 SCHEDULE 07/92 SCHEDULE 07/92

RNG/STP	1	2	3	4	5	6	7	8	9	10	11	12
1	11,234	11,776	12,319	12,862	13,402	13,944	14,486	15,028	15,571	16,112	16,654	17,216
2	11,776	12,346	12,914	13,484	14,053	14,622	15,190	15,761	16,330	16,897	17,469	18,057
3	12,346	12,943	13,539	14,139	14,736	15,333	15,931	16,528	17,127	17,722	18,322	18,939
4	12,943	13,570	14,198	14,825	15,452	16,080	16,708	17,335	17,961	18,588	19,219	19,865
5	13,570	14,229	14,888	15,547	16,205	16,865	17,522	18,183	18,842	19,501	20,159	20,837
6	14,229	14,922	15,613	16,305	16,997	17,689	18,380	19,073	19,765	20,455	21,148	21,859
7	14,922	15,648	16,374	17,101	17,827	18,554	19,280	20,007	20,733	21,459	22,185	22,931
8	15,648	16,411	17,173	17,935	18,698	19,462	20,224	20,986	21,749	22,512	23,274	24,057
9	16,411	17,211	18,013	18,814	19,614	20,415	21,215	22,016	22,817	23,617	24,418	25,239
10	17,211	18,053	18,891	19,733	20,574	21,416	22,257	23,098	23,938	24,780	25,621	26,480
11	18,053	18,934	19,818	20,701	21,583	22,466	23,350	24,233	25,114	25,998	26,882	27,784
12	18,934	19,861	20,790	21,717	22,642	23,571	24,498	25,423	26,350	27,277	28,207	29,153
13	19,468	20,442	21,416	22,389	23,362	24,335	25,309	26,283	27,255	28,229	29,203	30,177
13A	19,861	20,835	21,809	22,783	23,755	24,729	25,702	26,676	27,649	28,622	29,596	30,589
14	20,442	21,463	22,486	23,508	24,529	25,553	26,576	27,597	28,619	29,640	30,663	31,685
14A	20,855	21,879	22,900	23,922	24,941	25,965	26,988	28,010	29,032	30,052	31,075	32,117
15	21,463	22,538	23,611	24,683	25,757	26,828	27,904	28,976	30,049	31,122	32,197	33,268
16	22,538	23,664	24,790	25,917	27,044	28,171	29,298	30,425	31,552	32,679	33,806	34,932
17	23,664	24,848	26,030	27,213	28,397	29,581	30,763	31,946	33,130	34,312	35,496	36,679
18	24,848	26,089	27,332	28,574	29,817	31,058	32,301	33,544	34,785	36,029	37,271	38,513
19	26,089	27,393	28,699	30,003	31,307	32,613	33,917	35,220	36,526	37,830	39,134	40,439
19A	26,741	28,076	29,417	30,753	32,090	33,429	34,765	36,100	37,439	38,775	40,112	41,450
20	27,393	28,764	30,133	31,505	32,873	34,242	35,612	36,982	38,352	39,721	41,091	42,460
21	28,764	30,202	31,640	33,078	34,516	35,954	37,393	38,831	40,270	41,708	43,147	44,584
22	30,202	31,713	33,222	34,733	36,243	37,752	39,262	40,774	42,284	43,794	45,305	46,812
23	31,713	33,298	34,884	36,469	38,053	39,640	41,226	42,812	44,398	45,983	47,567	49,153



## APPENDIX B

### HEALTH & SAFETY

Notwithstanding the provisions of Article XXI of both the Supervisory and Non-Supervisory Contracts, there shall be only one (1) Health and Safety Committee. The Union shall have the right to appoint up to four (4) members of the Committee. These members may come from either the Supervisory or Non-Supervisory unit, or both. In no instance shall the aggregate exceed four (4) members.

